

UNITED CHURCH OF CHRIST • OFFICE OF COMMUNICATION

Beverly J. Chain, Director

EX PARTE OR LATE FILED

September 29, 1994

Mr. William F. Caton
Acting Secretary, Federal Communication
Commission
1919 M Street, N.W.
Washington, D.C. 20554

RECEIVED

SEP 29 1994

DOCKET FILE COPY ORIGINAL

FEDERAL COMMUNICATIONS COMMISSION
OFFICE OF SECRETARY

Dear Mr. Caton,

Pursuant to Section 1.1206 of the Commission's Rules, this is to notify you of an oral ex parte presentation. The presentation was made to Lisa Smith, Legal Adviser for Commissioner Andrew Barrett. The presentation summarized various arguments contained in Comments prepared by the Office of Communication for **MM Docket 94-34** concerning Implementation of the Commission's Equal Employment Opportunity Rules.

Enclosed are copies of exhibits used in the oral presentation.

Please contact me at (202) 331-4265, if there are any questions.

Sincerely,

Anthony L. Pharr
Counsel

No. of Copies rec'd
List ABCDE

041

RECEIVED

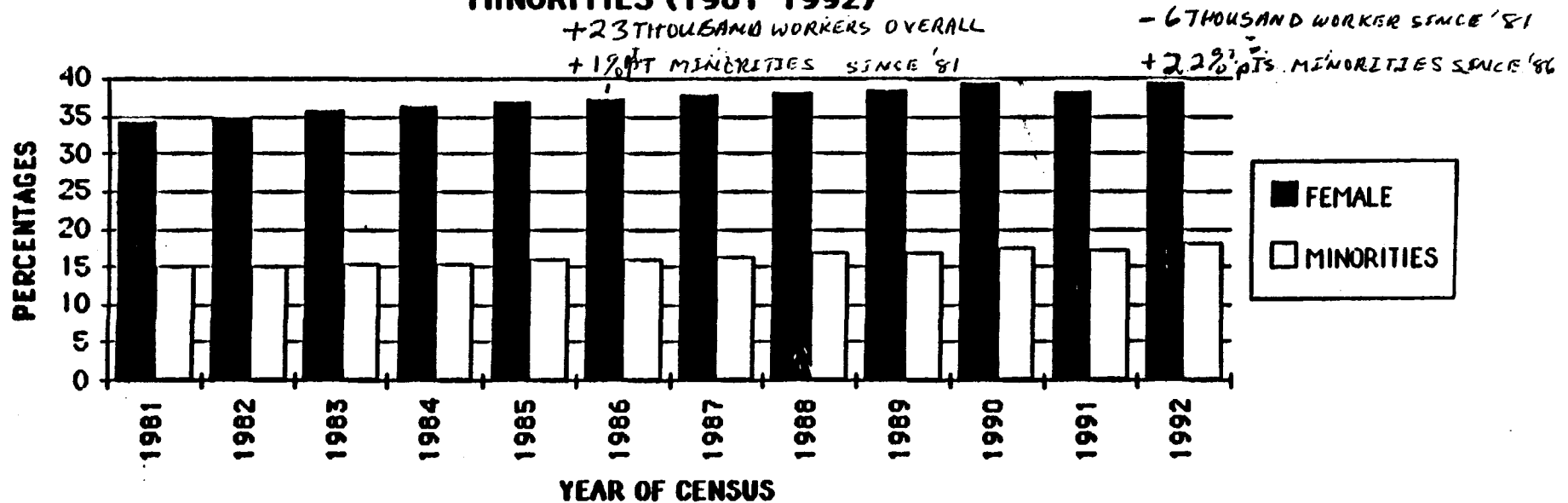
SEP 29 1994

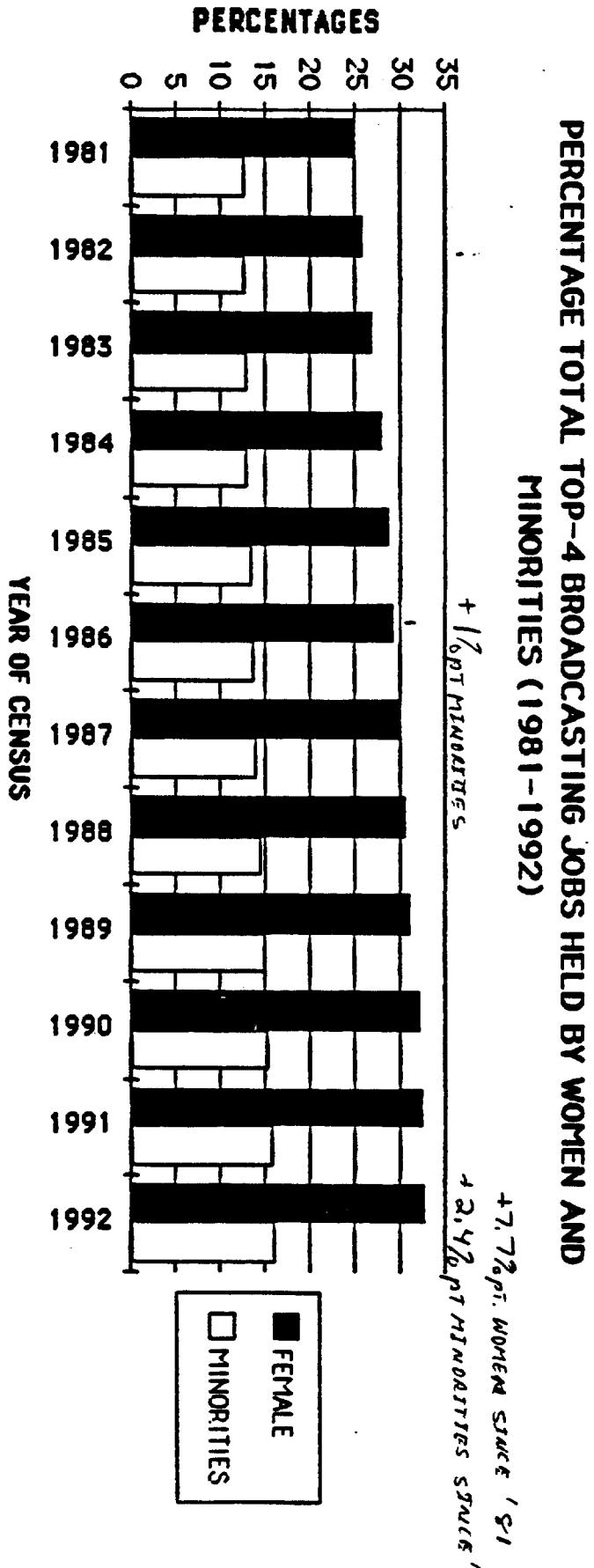
FEDERAL COMMUNICATIONS COMMISSION
OFFICE OF SECRETARY

Exhibit I

CHART 1

PERCENTAGE TOTAL BROADCASTING JOBS HELD BY WOMEN AND
MINORITIES (1981-1992)





CABLET4.WKS

**TOTAL PERCENTAGES FOR
CABLE-TV
TOP-4 JOBS**

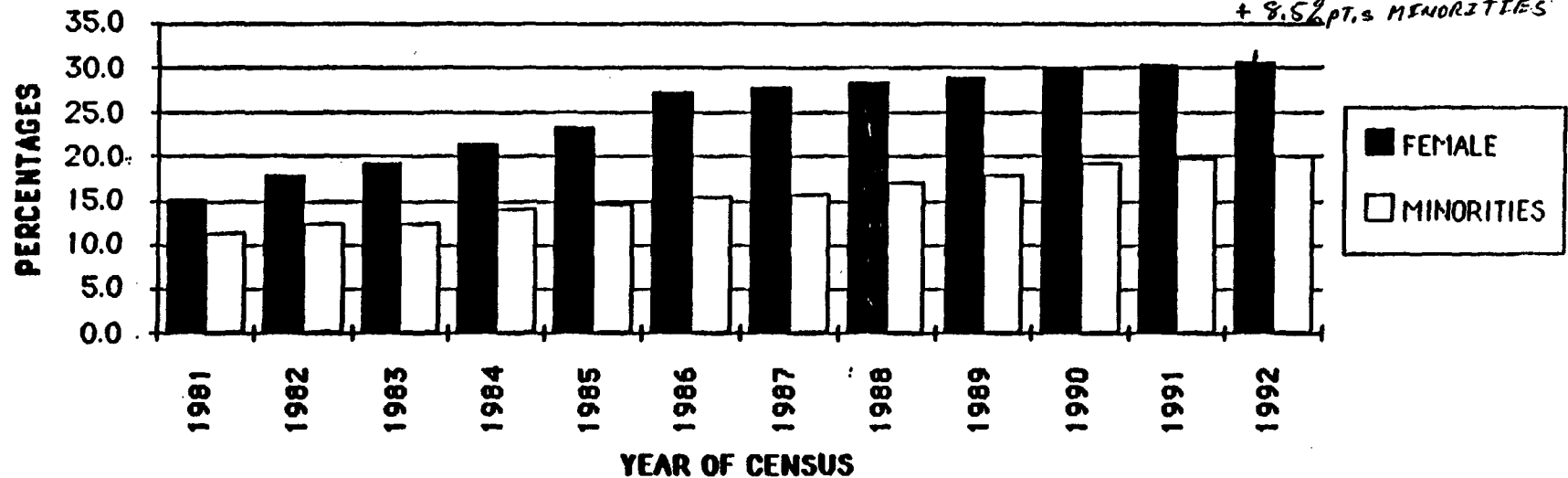
YEAR	PERCENT FEMALE	PERCENT MINORITIES
1981	15.3	11.4
1982	17.9	12.3
1983	19.4	12.4
1984	21.5	14.0
1985	23.5	14.7
1986	27.4	15.4
1987	27.8	15.7
1988	28.3	17.1
1989	29.0	18.0
1990	30.1	19.2
1991	30.4	19.8
1992	30.7	20.0

EXHIBIT IVA

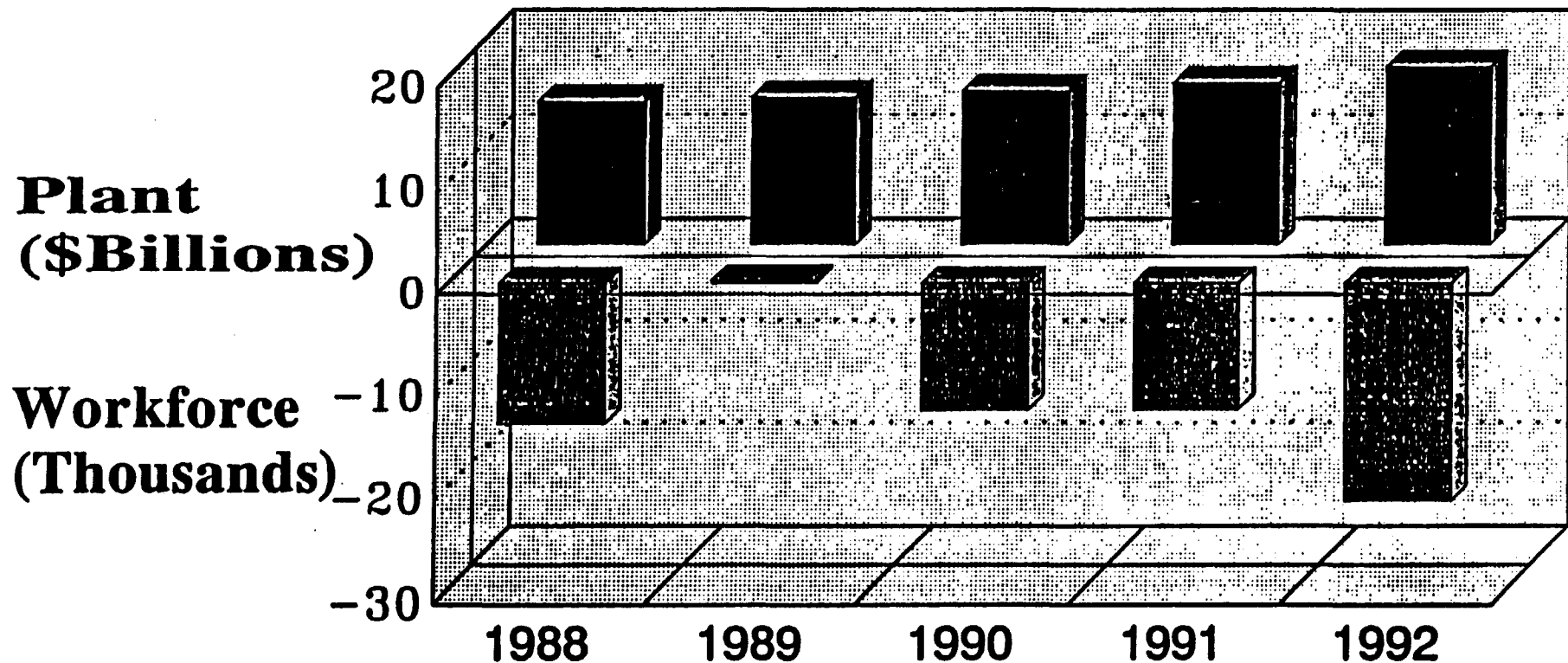
**PERCENTAGE TOTAL TOP-4 CABLE-TV JOBS HELD BY WOMEN AND
MINORITIES (1981-1992)**

+ 108 THOUSAND WORKERS OVERALL

+ 15.4% PTS WOMEN
+ 8.5% PTS MINORITIES



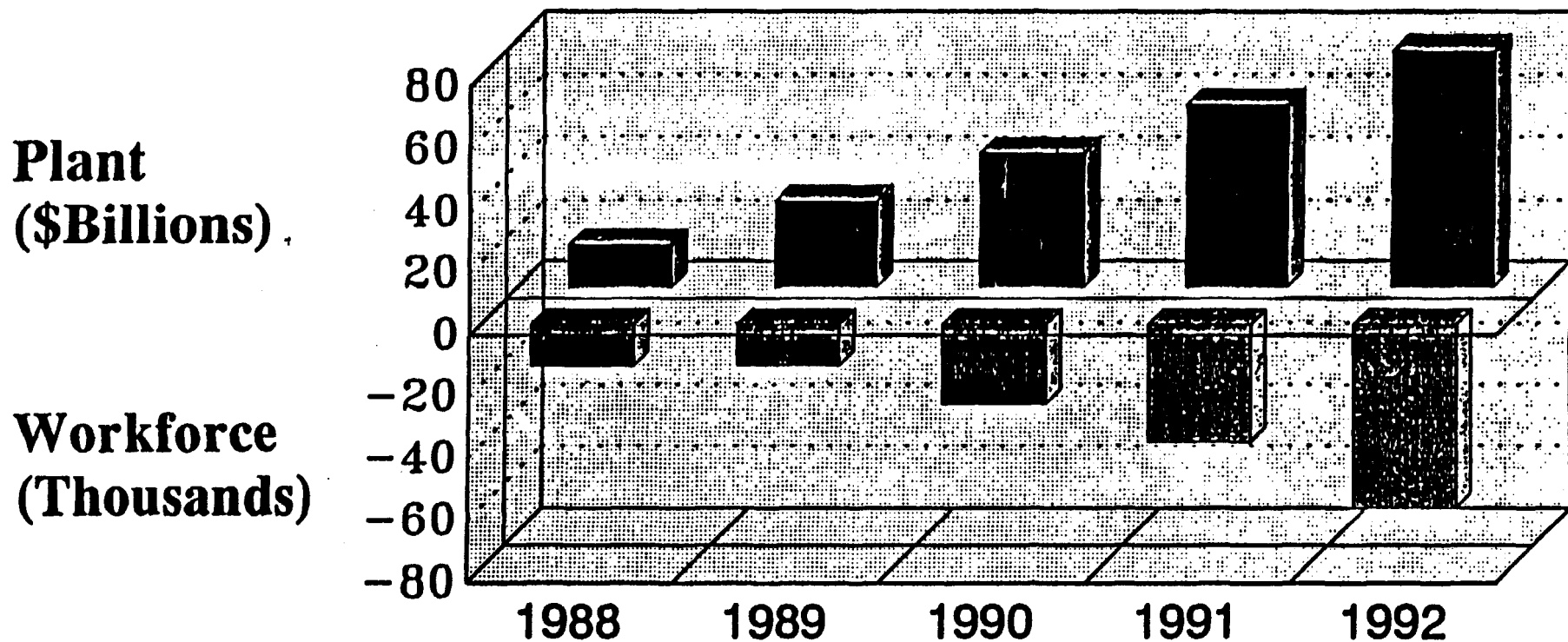
ADDITIONS TO PLANT VS DOWNSIZING OF WORKFORCE



PLANT	■	13.896	14.313	14.899	15.659	17.226
WORKFORCE	■	-13.809	0.286	-12.485	-12.365	-21.24

Data: Federal Communications Commission

ADDITIONS TO PLANT vs DOWNSIZING OF WORKFORCE *CUMULATIVE ANALYSIS*



PLANT	■	13.896	28.209	43.108	58.767	75.993
WORKFORCE	■	-13.809	-13.523	-26.008	-38.373	-59.613

Data: Federal Communications Commission

EXHIBIT V

TOP FOUR JOB POSITIONS RBOCs 1987-1992³

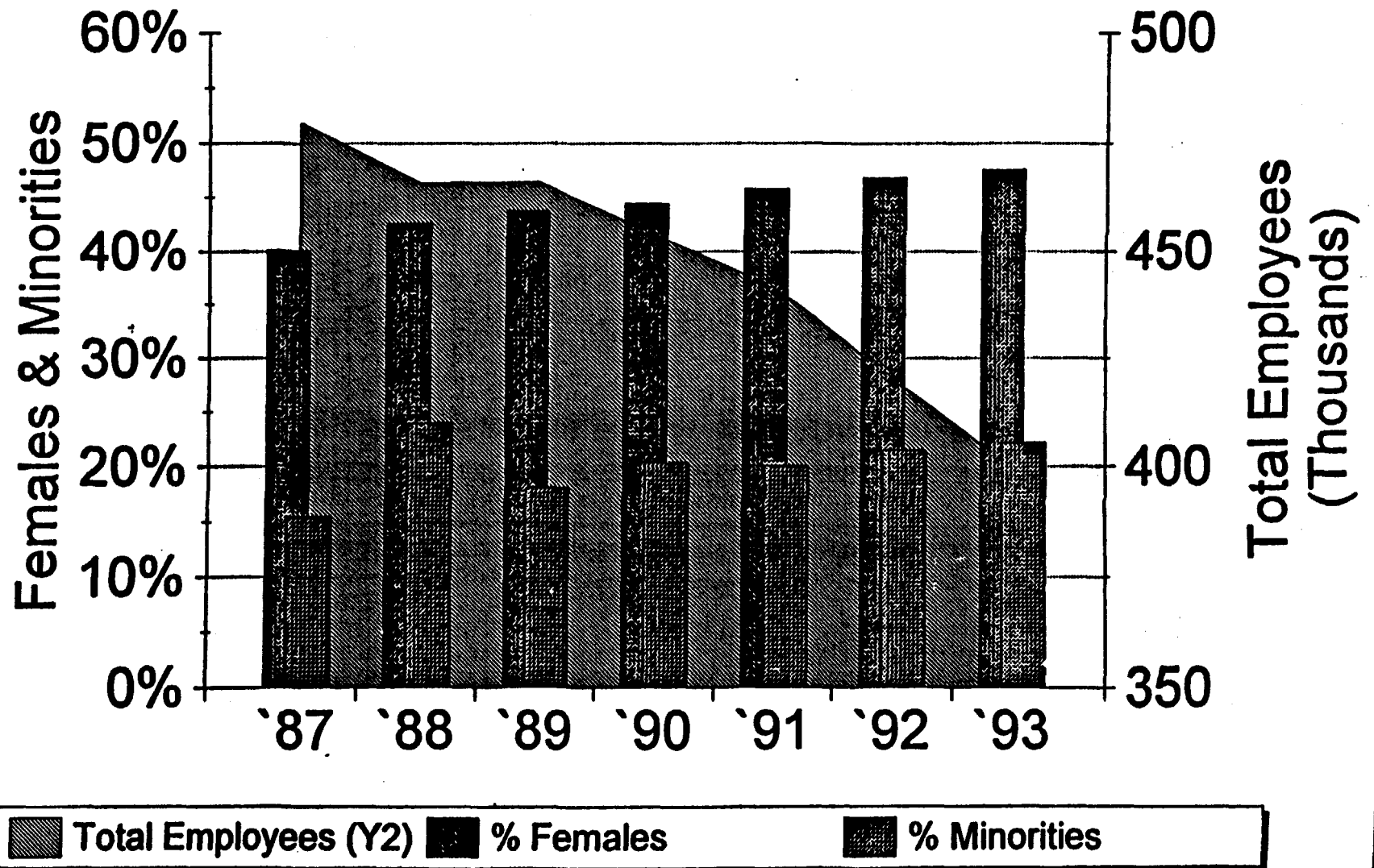
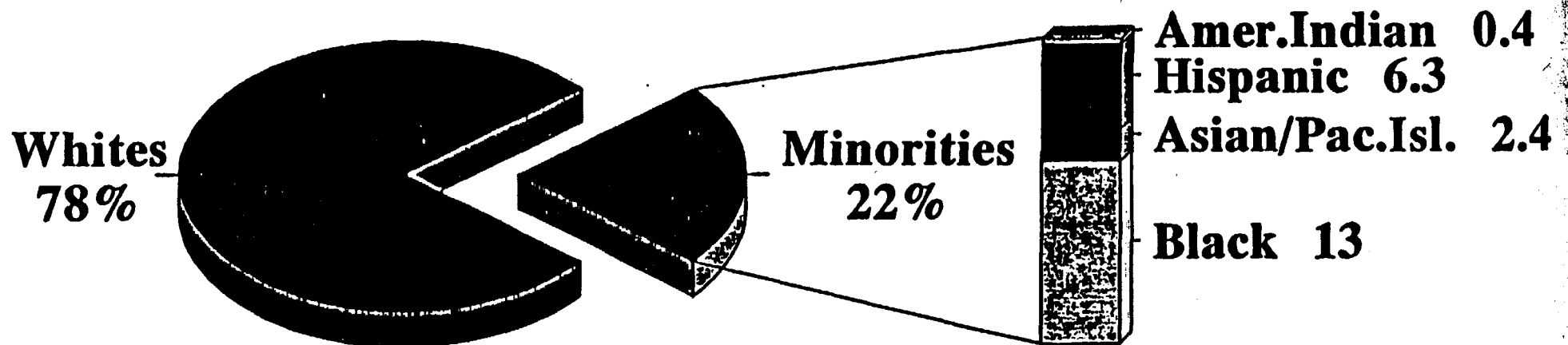


EXHIBIT VI

RBOCs - TOP FOUR POSTIONS

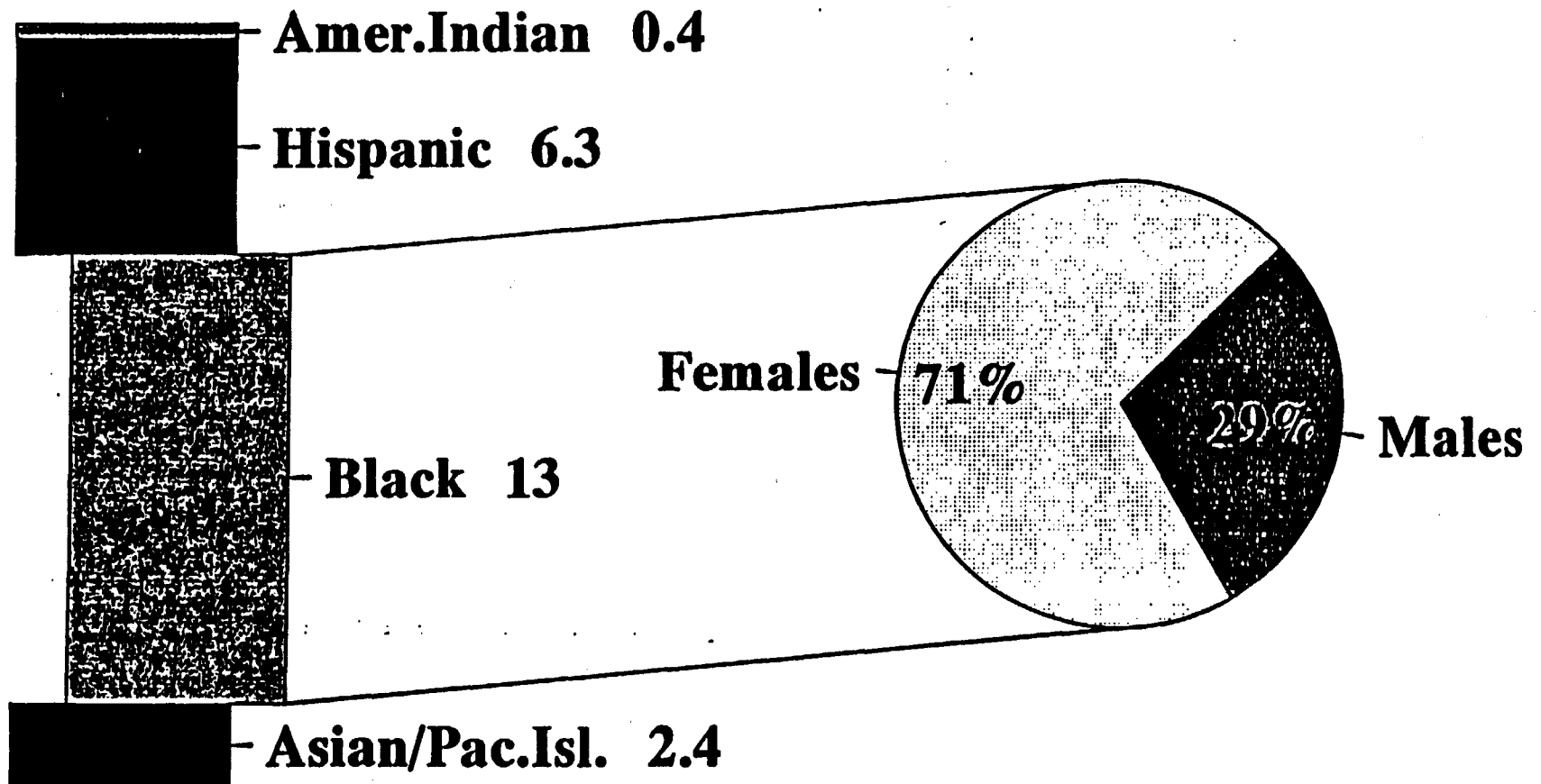
1993



Data: FCC Annual Employment Reports

RBOCs - TOP FOUR POSITIONS

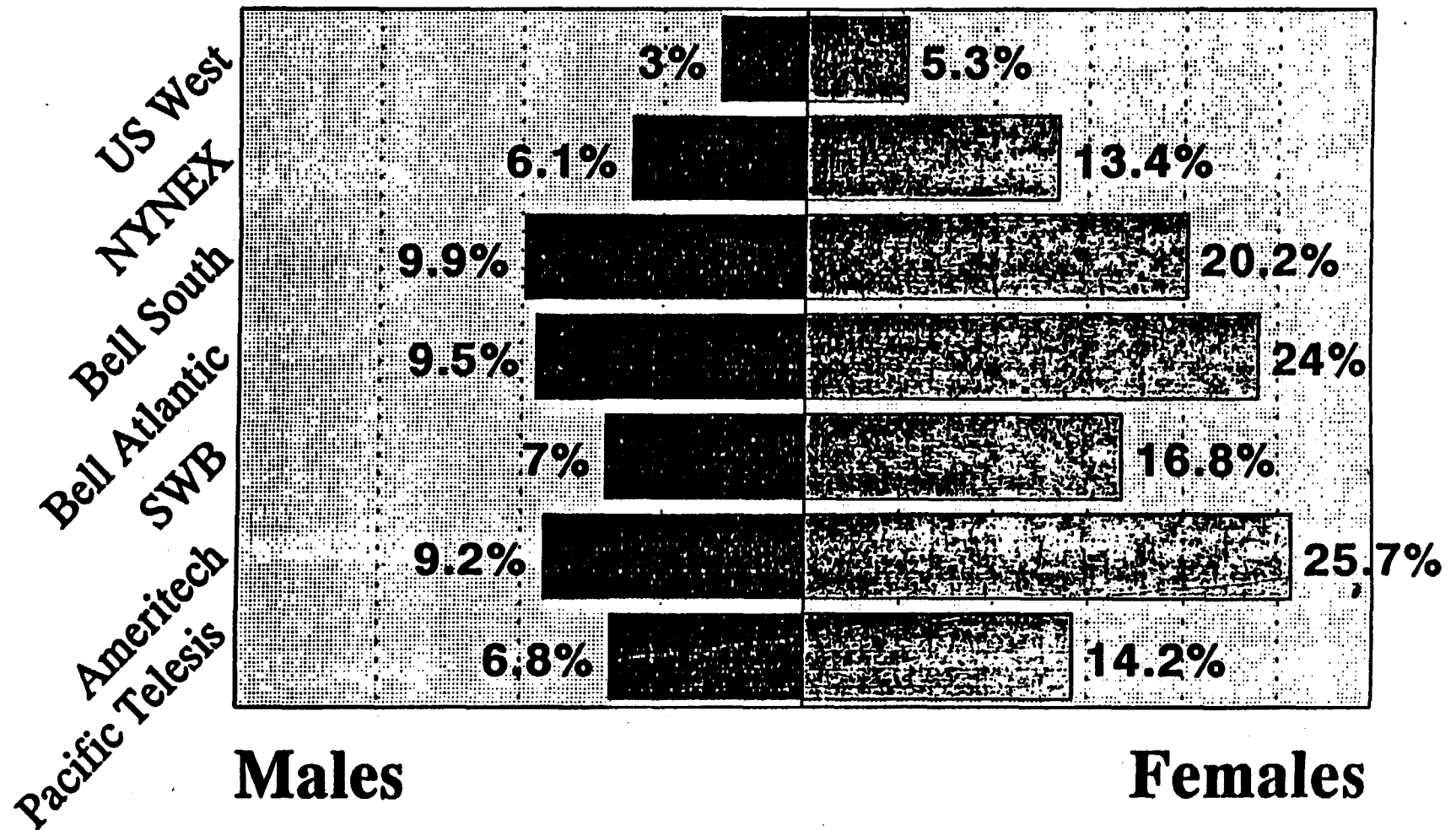
1993 - Gender Analysis



Data: FCC Annual Employment Reports

MANAGERS & OFFICIALS - '93 -BLACKS-

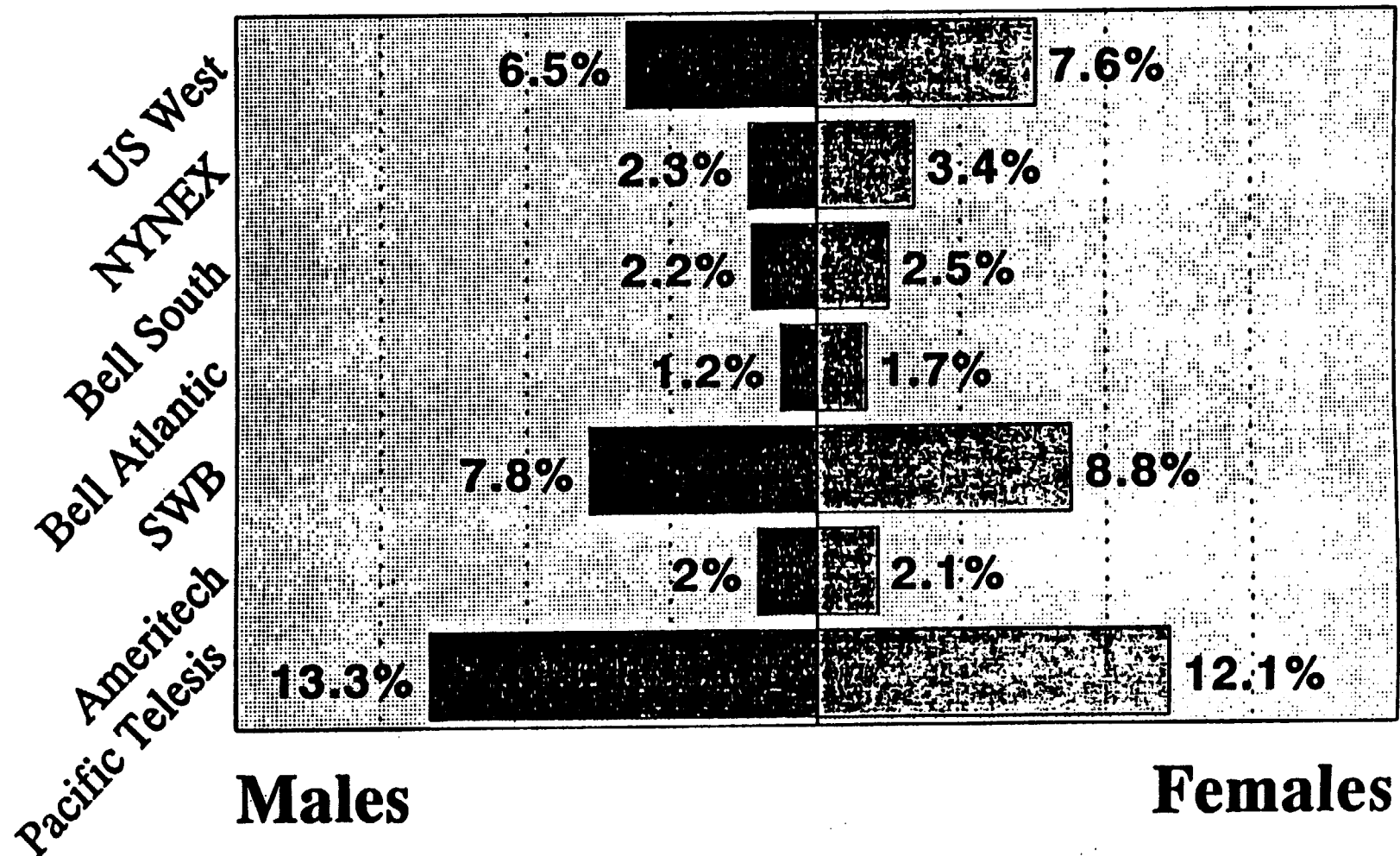
Percentage of Males and Females in this Job Category



Data: FCC Annual Employment Reports

EXHIBIT IX
MANAGERS & OFFICIALS - '93
-HISPANICS-

Percentage of Males and Females in this Job Category

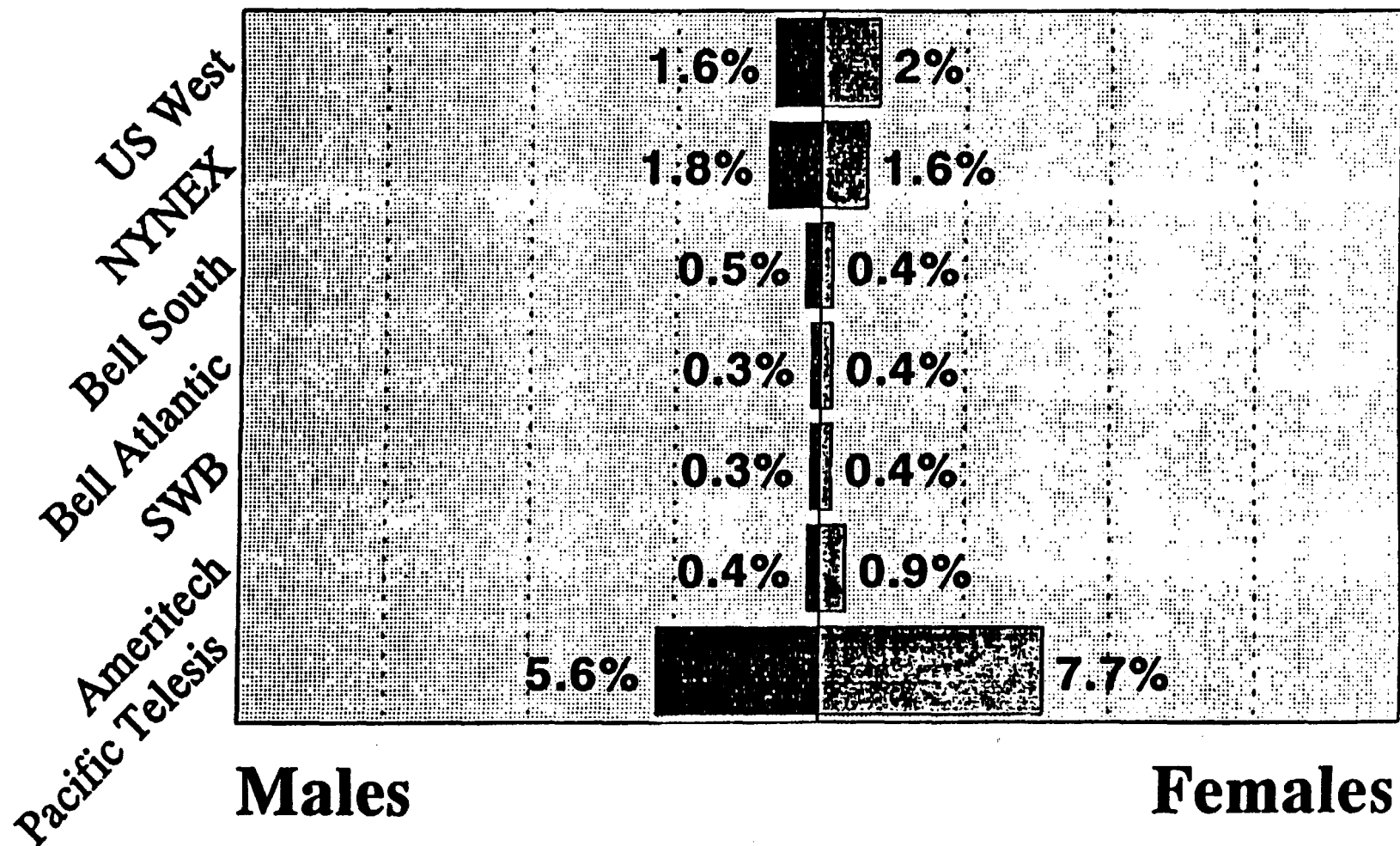


Data: FCC Annual Employment Reports

MANAGERS & OFFICIALS - '93

-ASIAN and PACIFIC ISLANDERS-

Percentage of Males and Females in this Job Category

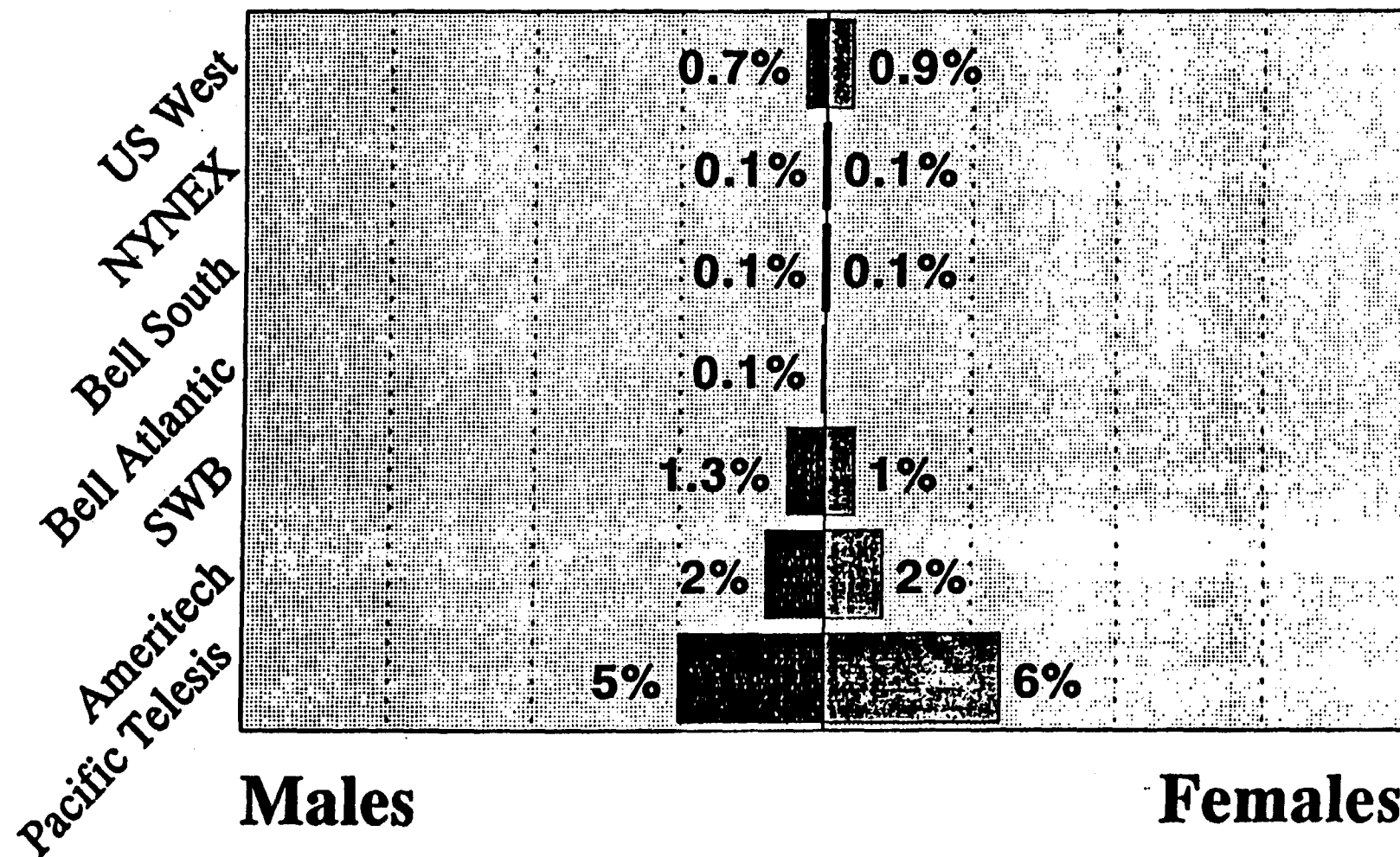


Data: FCC Annual Employment Reports

MANAGERS & OFFICIALS - '93

-AMERICAN INDIANS & ALASKANS-

Percentage of Males and Females in this Job Category



Data: FCC Annual Employment Reports

BROADCAST FINANCIAL FORFEITURE STATIONS

		TOTAL EMPLOYS	PERCENT TOTAL	TOTAL FEMALES	PERCENT FEMALES	TOTAL MINORITIES	PERCENT MINORITIES
1 YEAR BEFORE	TOTAL EMPLOYEES	1033	100	409	39.6	40	3.9
1 YEAR AFTER	TOTAL EMPLOYEES	997	100	385	38.6	146	14.6
2 YEAR AFTER	TOTAL EMPLOYEES	532	100	192	36.1	70	13.2
<hr/>							
1 YEAR BEFORE	FULL TIME HIGHER PAY	664	100	224	33.7	12	1.8
1 YEAR AFTER	FULL TIME HIGHER PAY	662	100	243	36.7	71	10.7
2 YEAR AFTER	FULL TIME HIGHER PAY	340	100	124	36.5	37	10.9